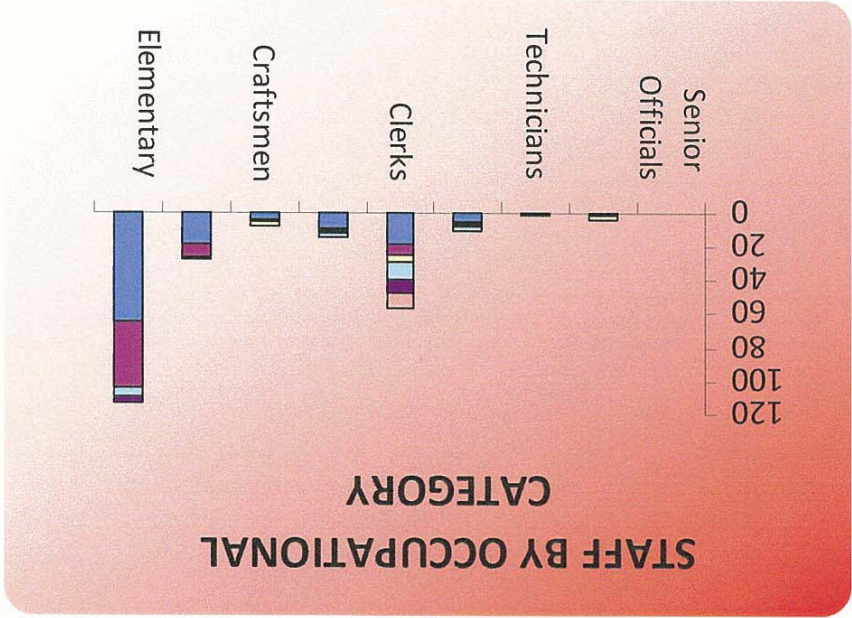


Employees / Representation in occupational categories

The numbers in occupational category as per Regulations EE42, broken down by race and gender as at 30 June 2008 are given below.

| Staff by Occupational Category |  |         |        |          |        |       |        |
|--------------------------------|--|---------|--------|----------|--------|-------|--------|
| Occupational Category          |  | African |        | Coloured |        | White |        |
|                                |  | Male    | Female | Male     | Female | Male  | Female |
| Senior Officials               |  |         |        | 1        |        | 3     |        |
| Professionals                  |  |         |        |          |        |       |        |
| Technicians                    |  | 1       |        | 2        | 2      | 1     |        |
| Legislators                    |  | 5       |        | 2        | 1      |       |        |
| Clerks                         |  | 19      | 6      | 4        | 11     |       |        |
| Service workers                |  | 9       |        | 1        | 3      |       |        |
| Craftsmen                      |  | 4       |        | 1        |        | 3     |        |
| Operators                      |  | 18      |        | 9        |        | 1     |        |
| Elementary                     |  | 65      |        | 39       | 5      |       | 4      |

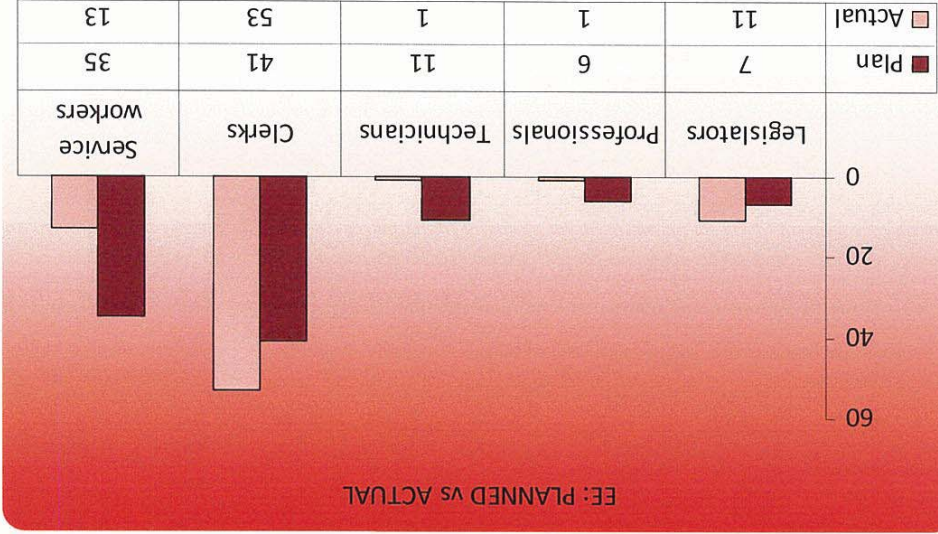


Employment Equity Plan

Gamagara Municipality's holistic approach to employment equity relates to the vision of an institutional culture that is free of all forms of discrimination (including harassment), that nurtures everyone and that not only tolerates differences, but values diversity for the richness it brings to the work of a Municipality.

During the year appointments and promotions were conducted in accordance with the Employment Equity (EE) Policy, as far as possible. Following to the Plan and EE Policy, appointments will be made according to an Employment Equity schedule of numeric goals (i.e. if the numeric goal schedule indicates that the highest need is for black women, this will be the first choice, thereafter the next need, etc). If the personnel committee recommends a candidate who is not a member of the group as specified in the numeric goal schedule, they must fully motivate their conclusion that no suitably qualified candidate from the relevant groups could be found for the post.

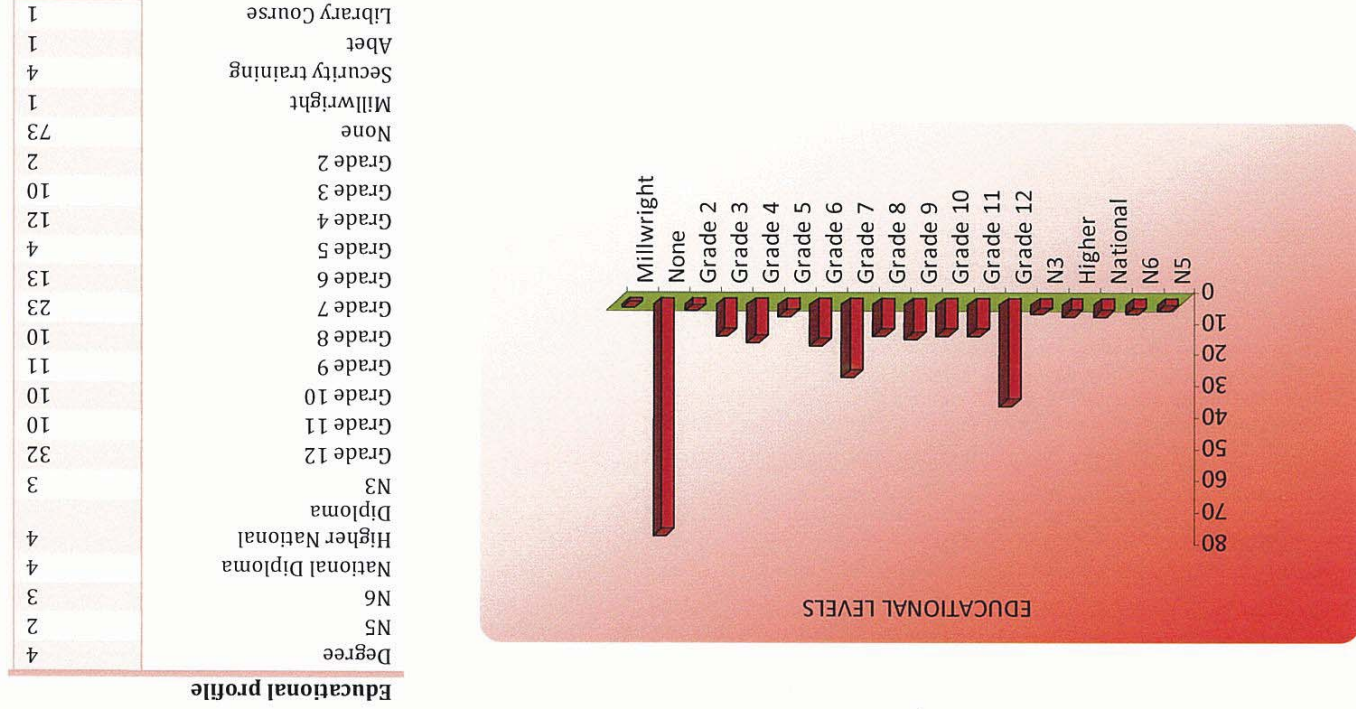
Significant progress was made in this regard, as indicated in the graph left:



## Training

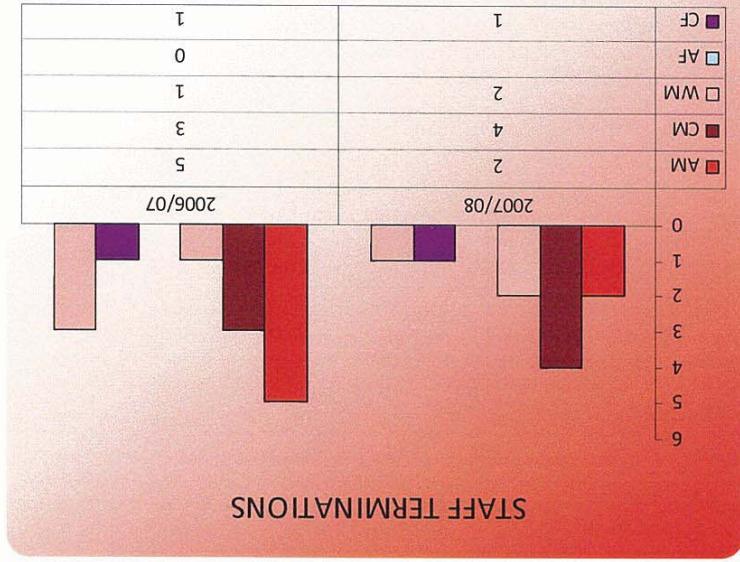
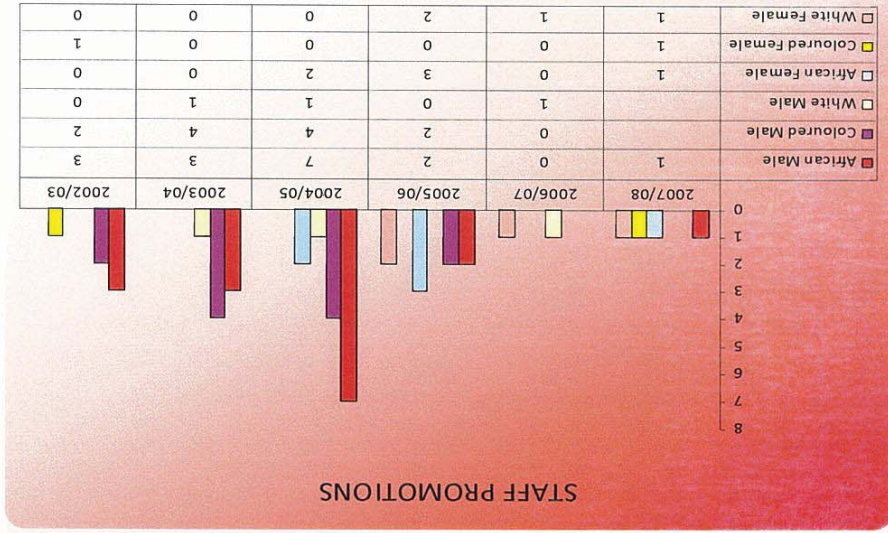
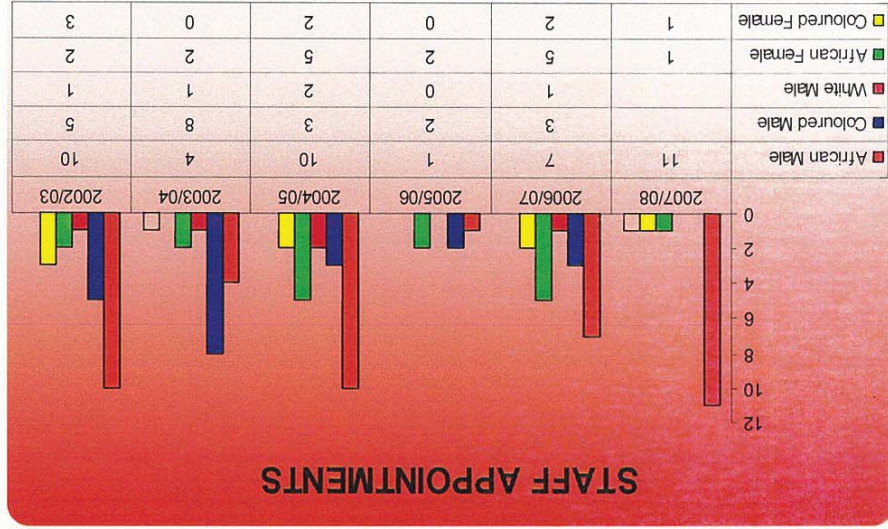
Gamagara Municipality values its staff and considers training of staff imperative for continued excellent service delivery. During the financial year several workshops were attended by both staff and Councillors and extensive training of staff took place.

Current educational levels of staff are represented below:





Staff movements



Staff movements – appointments, promotions and terminations for the current and previous financial years – are indicated in the following graphs:

**Medical aid and pension fund membership**

All employees are members of a medical aid and pension fund, selected by own choice from the list below:

**Medical Aids**

LAMAF  
Munimed  
Samwumed  
Bonitas



**Pension Funds**

Joint Municipal Councillors Pension Fund (for Councillors only)  
Lekana Employee Benefit  
Cape Joint Retirement Fund  
Sanlam  
Imatu



**IT SYSTEMS**

Gamagara Municipality utilizes the following IT systems:  
Sebeta  
Financial System  
IMIS  
GIS – Document flow - TGIS  
Capman  
HR and Leave  
E Perform  
Performance Management System



DISCLOSURE CONCERNING POLITICAL OFFICE BEARERS AND ADMINISTRATION

Political Office Bearers

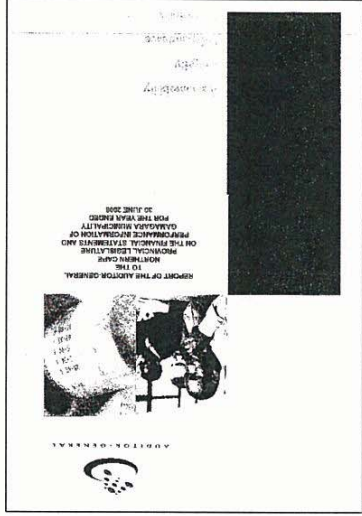
| Designation                  | Salary | Allowances | Travel & Vehicle | Pension Fund | Contributions |             |            | Other Benefits and Allowances | Total |
|------------------------------|--------|------------|------------------|--------------|---------------|-------------|------------|-------------------------------|-------|
|                              |        |            |                  |              | UIF           | Medical Aid | Cell phone |                               |       |
| (R000)                       |        |            |                  |              |               |             |            |                               |       |
| Mayor (Mr MJ Rakoi)          | 292    | 100        | 41               | 1            | 5             | 13          | 453        |                               |       |
| Councillor 1 (Ms DP Moyo)    | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |
| Councillor 2 (Mr OI Nampa)   | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |
| Councillor 3 (Ms MM Addums)  | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |
| Councillor 4 (Mr JC Kaars)   | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |
| Councillor 5 (Mr OE Hantise) | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |
| Councillor 6 (Mr AC Oliver)  | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |
| Councillor 7 (Ms LE Bosman)  | 114    | 29         | 13               | 1            | 0             | 8           | 165        |                               |       |

Administration

|  | Salary | Travel & Vehicle | Contributions |     |              | Other Benefits and Allowances | Total |
|--|--------|------------------|---------------|-----|--------------|-------------------------------|-------|
|  |        |                  | Medical Aid   | UIF | Pension Fund |                               |       |
| Municipal Manager (Mr C Joachim)             | 275    | 197              | 47            | 1   | 22           | 47                            | 590   |
| Chief Financial Officer (Mr MN Grend)        | 249    | 171              | 43            | 1   | 31           | 34                            | 529   |
| Manager Community Services (Mrs Q Hinana )   | 359    | 117              | 36            | 1   | 0            | 40                            | 553   |
| Manager Corporate Services (Mr TC Itumeleng) | 304    | 180              | 50            | 1   | 17           | 18                            | 571   |
| Manager Technical Services (Mr K Ositang)    | 249    | 174              | 43            | 1   | 31           | 36                            | 534   |

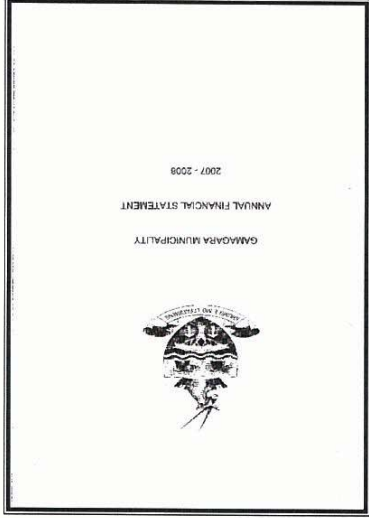
**AUDITED STATEMENTS AND FINANCE RELATED INFORMATION**

**AUDIT REPORT 2007/2008**



**\*AUDITOR GENERAL REPORT & FINANCIAL STATEMENTS 2007/2008 ATTACHED AS ANNEXURE D**

**Financial Statements 2007/2008**





FUNCTIONAL SERVICE DELIVERY REPORTING

\*FUNCTIONAL SERVICE DELIVERY REPORTING ATTACHED AS ANNEXURE A

|                                       |                                    |      |
|---------------------------------------|------------------------------------|------|
| ANNEXURE A                            |                                    |      |
| CHAPTER 5                             |                                    |      |
| FUNCTIONAL SERVICE DELIVERY REPORTING |                                    |      |
| TABLE OF CONTENTS                     |                                    |      |
| Function                              | Sub-Function                       | Page |
| General Information                   |                                    | 1    |
| Executive and Council                 |                                    | 2    |
| Finance and Administration            | Finance                            | 3    |
|                                       | Administration and Human Resources | 7    |
|                                       | Other Administration               | 9    |
| Services and Development              | Economic Development               | 10   |
|                                       | Climate                            | 13   |
|                                       | Arbitration                        | 14   |
| Community and Social Services         | All inclusive                      | 15   |
| Recreation                            |                                    | 18   |
| Public Safety                         | Police (Traffic)                   | 20   |
|                                       | Police (Police)                    | 22   |
| Waste Management                      | Solid Waste                        | 24   |
| Public Works Management               | Sanitation                         | 26   |
| Local Transport                       | Roads                              | 28   |
|                                       | Public Buses                       | 29   |
| Water                                 | Water Distribution                 | 29   |
|                                       | Sanitary Distribution              | 31   |

CONCLUSION ... AND FUTURE OUTLOOK



## Conclusion... and future outlook

The period under review was met with a number of challenges for Gamagara Municipality – both at the political level and for the administration. Despite the diverse challenges; good governance, sound financial management, well maintained infrastructure, development opportunities and tranquillity remain the centre of importance.

Gamagara Municipality continues to strive for political stability and administrative excellence. The administration did undergo major changes, and a stable and disciplined administration is expected in the next business cycle. The Municipality is financially sound and finances are managed effectively.

It is expected that Gamagara Municipality will further contribute to sound and lasting economic stability for all.

*"To be a prosperous, harmonious Gamagara Municipality with a safe and healthy environment and to provide equal facilities for all" - Vision: Gamagara Municipality*